



SAPTURE

WOMEN MAKING SAP HAPPEN



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Inspirational stories of women working within the SAP ANZ Ecosystem
collected in celebration of **2020 International Womens Day**

FOREWORD

A year ago, in recognition of 2019 International Women's Day we launched our 'Women Making SAP Happen' initiative, with the aim of highlighting some of the amazing women working in the SAP ecosystem.

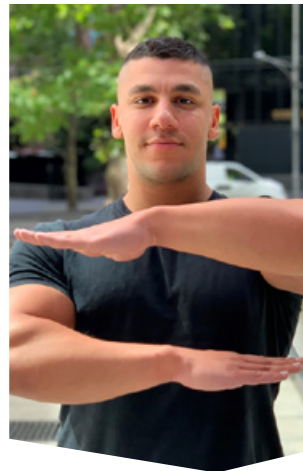
SAP, like Technology and other industries that rely on STEM skills, still has a disproportionate amount of men working in it to women; from our most up to date survey this is around **80%-20% in ANZ**.

In the last year we have shared a number of stories in our [Women Making SAP Happen blog series](#).

Here you will find a compilation of those stories, alongside some new ones, to mark both our anniversary and 2020 International Women's Day.

The theme this year is **#eachforequal** and the challenge is on to gain gender equality across all areas of society, including in business. Each and every one of us has a part to play in challenging stereotypes, fighting bias, broadening perceptions, improving situations and celebrating women's achievements.

This booklet is in celebration of all of those inspirational women working within the SAP Ecosystem.



BRANKICA MALIC

Tell us about your current role? Project Delivery Manager-delivering IT projects across Asia Pacific. I pride myself on being able to bring together the Technical and Go to Market streams in a business to drive growth and positive Customer/Business outcomes.

What inspired you to have a career in SAP? What inspired me is when I worked in the government department where I had the opportunity to be part of SAP HR/PY Implementation project. I always strive to learn and develop myself to be competitive in the market so being part of SAP consulting world seemed to be a perfect opportunity. What I like about it is that your professional development never stops, being able to work with the clients globally and innovating new processes.

Tell us about your career journey in tech / SAP to date? My current role is IT Project Delivery Manager for SAP/SF/Kronos. I have 17 years' experience in the SAP market as a leader, mentor and consultant who is supporting a high performing technology & development team (onshore/offshore) in line with business objectives and deliverables. I have been involved in SAP HR/PY Implementation for 37 Global companies across Australia, Japan, New Zealand and Hong Kong.

I have been inspired by many effective and inspiring leaders in my career. They are independent, strong and capable women. In fact most of my direct reporting managers were women. I have learned so much from each one of them mostly by observing and understanding what is important to them

What is the best thing about working in SAP technology? Being part of the improvements that SAP as an application can offer to support businesses across the globe, improving their operations and productivity by simplifying and streamlining processes using new software which allows the clients to be more responsive to their business initiatives.

What does equality mean to you? Equality means giving equal opportunity based on knowledge, ability and performance without taking into consideration gender, age or ethnicity.

What advice would you give you to a woman working in the SAP ecosystem and looking to advance her career?

1. Have a dream or a plan that you can work towards.
2. Be a leading example to those around you. I am a mother of three beautiful boys, currently finishing Masters of Information Technology Leadership and managing multiple projects for one of the largest organisations in Australia.
3. Be curious, challenge yourself in a new environment, move outside of your comfort zone.
4. Have a dream, work hard towards achieving your dream and stay humble!

What can we all do to inspire more women into working with SAP? Encourage by being a role model, educate, guide and help them to develop necessary skills to make the difference.

OLIVIA WALSH

Tell us about your current role? I am currently juggling two roles. The first is as an Enterprise Support Advisor. Supporting customers by ensuring they are getting value from their SAP Solutions and consuming the offerings available to them from Enterprise Support. Risk mitigation is a major focus, ensuring systems are performing optimally, projects are safe guarded, customer teams are empowered with the knowledge they need to do this also. My aim is to be a trusted advisor to the customer, maintaining a good, open relationship, by being proactive, ensuring customers value drivers are at the forefront of our interactions.

SAP has this year launched the Customer First program. My role in the program is as Customer Success Executive. As CSE, I am proactive in helping our customers be successful with SAP solutions by co-ordinating and unifying our engagement approach across SAP LOB solutions.

What inspired you to have a career in SAP? I can't say I was inspired to join SAP. I started as a graduate straight out of college and been here ever since. While I was not inspired to start my career at SAP, I continue to be inspired to stay!

Tell us about your career journey in tech / SAP to date? As mentioned I joined as a college graduate in SAP Dublin almost 15 years ago. I feel like I have grown up at SAP. Became a home owner, got married, had 2 children and emigrated to a different continent all within my time at SAP. In Dublin I was part of product support for IS-U (Industry Specific Utilities). While working with and supporting various customers kept me very busy, I was also involved in various internal projects and programs during my time there.

6 years ago myself and my husband made the decision to emigrate to Perth and my biggest hope would be that I would get to stay at SAP. My role here initially was as Technical Quality Manager for premium engagement customers, when I returned from maternity leave I took on the role of Enterprise Support Advisor. I see myself as a customer advocate. Recently I have had more interactions with our Cloud customers. The cloud world is a whole different ball game and I like to play!

There is a new way of doing business. Data is King and what customers do, or how they use their data to their benefit will give them the opportunity to be innovative and therefore have the market edge. With S/4HANA at the digital core they can make use of real time analytics to make real time decisions

What is the best thing about working in SAP technology? Variety of work and work life balance.

How can we be more inclusive in the recruitment process to promote wider diversity? Omit data like, age, gender or other from initial applications. These criteria may (unknowingly) influence recruiters to progress or eliminate candidates in initial recruitment process round.

SAHANA SHETTY



Tell us about your current role? I am currently working as SAP Test Lead with a utility company, been in this role for last 2.9 years. This role has allowed me to work in different SAP initiatives/Projects, to name some of them like managing SAP automation work for S/4 HANA transformation, test lead for SAP PI to PO migration which includes planning and managing testing for both SAP and Digital components.

What inspired you to have a career in SAP? SAP was the first company I worked for after my graduation. The opportunity and the level of satisfaction of working with SAP products and its benefit to customers inspired me to continue my career in SAP.

Tell us about your career journey in tech / SAP to date? After my graduation, I was fortunate enough to start my career with SAP labs. I started my journey with SAP from Nov 2004 as an associate Consultant working with SAP SCM Test Team. Within a year at SAP labs, I was given an opportunity to lead the test team for SCM-SNC module.

In June 2010, made a major shift by moving from leading the test team to working as Techno functional support consultant with SAP Support team (IMS) which gave me an opportunity to work closely with various customers. I started my SAP career in Australia from June 2013 as SAP Test Lead part of the green field implementation for a mining company being mainly responsible for SAP MM and OPENTEXT VIM and was part of the BAU team after the completion of the project.

In Nov 2015, joined as SAP Test Lead for a green field implementation for one of the Dairy companies mainly responsible for SAP MM, PM, Ariba and SCM-SNC where also played a role of a functional consultant due to need in the project for a SCM-SNC consultant. From Jan 2017 to till date, working as SAP Test Lead with a utility company mainly responsible as SAP Test Lead in different internal projects like managing the automation work for S/4 HANA transformation project, Upgrades, test lead for SAP PI to PO migrations.

In my journey with SAP, I have been fortunate to have been motivated by many role models around me one such as my first Manager in Melbourne

What can we all do to inspire more women into working with SAP? I would personally encourage to attend training sessions or conferences on SAP products and highlight the opportunities with SAP which will motivate to have a career with SAP. Example: Participating in SAP TECHED would be one such event where there will be an exposure to new technologies, participating in sessions and connecting with professionals/companies from the SAP ecosystem.

What does equality mean to you? Equality means giving opportunity based on the skills irrespective of their age, gender and cultural background.

CELENA TAN

Tell us about your current role? I joined Newcrest Mining in November 2012 and am currently with the SAP Business Specialist Team focussing in the area of SAP Supply/Procure to Pay. I have over 17 years of technical and functional experience in industries such as Mining, Oil and Gas (Upstream), Manufacturing and Petrochemicals.

What inspired you to have a career in SAP? My inspiration came from my father who had worked with SAP as an end user and he could see the potential and reach of SAP in the business world. SAP has been a part of my life ever since joining a SAP partner implementing SAP solutions.

Tell us about your career journey in tech / SAP to date? I have a Bachelor of Computer Science and I started my working life as a technical SAP ABAP developer. I then moved on to SAP Functional roles and have not looked back since. I have had roles across a few SAP functional modules and the wide functionality available in SAP never ceases to amaze me until today.

Technology and SAP are evolving and changing rapidly, and it is a challenge to be up to date with new functionalities being introduced every day. I try to keep up by attending SAP events and exploring new ideas and concepts whenever possible

How does design thinking with SAP help Fiori development? This methodology allows designers to focus on what is important for the users they are designing for and encourages out of the box thinking. Giving the users a chance to get involved early in the design phase brings a lot more to the table in terms of scenarios, ideas, problems and solutions resulting in SAP Fiori apps that work well for the users instead of creating more complexity.

What does equality mean to you? The word equality brings to mind fairness and equal opportunity for all. This is an important concept in today's modern world to encourage innovation and diversity in all aspects to ensure no one gets left behind.

What inspirational words would you offer to other people looking for a career in SAP? Working with SAP is both rewarding and demanding at the same time. Have an open mind and embrace challenges, every challenge is a learning opportunity and a way to get better and stronger. Take every opportunity that is offered to you and always treat everyone around you with kindness and respect.

How can we be more inclusive in the recruitment process to promote wider diversity? Including diverse team members into the hiring process will result in the ability to engage with a wider range of people thus promoting more diversity. A group decision always provides more perspectives and reduces biased decisions.

AMY HAWKINS

Tell us about your current role? I currently work in Perth, W.A as a Digital Core Cloud Solution Sales Specialist. This role allows me to work with all industry and client accounts across W.A involving anything and everything 'Digital Core' in the cloud!

What inspired you to have a career in SAP? Being able to work for SAP was always something I had as a goal in my professional career due to the incredible reach and influence SAP has. When I achieved this last year, I felt like I had accomplished a career milestone – to be able to work and contribute to an organisation that is so pivotal in the technology and innovation space is something that I am proud of everyday. Working at SAP allows me to bring the best resources, applications and platforms to our clients in order to help them be best run businesses.

Tell us about your career journey in tech / SAP to date? I started my tertiary studies in Information Systems, however, I have diversified along the way. I lived and worked overseas for two years and I returned to Perth in 2009 where I gained my first technical role, as Technical Support Consultant for an accounting software provider.

I have since discovered my passion is for client facing roles, which is how I came to work within a commercial capacity in the technology industry. I've been in roles focusing on Workforce Management software, Content & Information Management software and now at SAP within the Digital Core Cloud.

Equality is about treating everyone with respect and fairness and recognising everyone's individuality as a positive attribute. I strongly believe we need to help people to have the same opportunities, rights and resources in this world. Through equality we can achieve diversity which drives innovation and creativity

What is the best thing about working in SAP technology? SAP is an incredible company to work for when it comes to diversity and inclusion. There are so many opportunities that have opened up to me since I started at SAP. One example of this is having the opportunity to step into the role of co-lead of the SAP Business Women's Network (BWN) in the Perth Chapter.

The SAP BWN is an employee-driven network to help women advance in their careers by sharing professional insights, best practices, education and experience. SAP also has a fantastic Back-to-Work programme that aims to support professionals who are looking to re-enter the workforce after a career break.

The program offers project-based assignments complementing skills and experience, as well as practical assistance and opportunities to grow to those who are keen to be a part of SAP. Many who have taken a break to have children welcome this programme.

SANDRA ROWE

Tell us about your career journey in tech / SAP to date? It's been a long and varied journey. This is my 25th year in SAP. I was actually employed as a graduate back in 1994, by Queensland Treasury to actually learn SAP and started with R2. After that I moved to ICS which was then bought out by Deloitte. In the early days of SAP, we did everything absolutely everything on a project, it gave me a great background on what it takes to complete a project end to end.

I left Deloitte in 1998 and started my own consulting firm with a colleague and contracted in SAP for the next 18 years. So, I have also run a small business. During that time, I've had many different roles, everything from Project Management to Solution Architect.

I've worked in many different industries, generally moving into new role every 6-12 months. I've completed greenfield implementations, upgrades, remediation work, QA's, I've even trained new users (on behalf of SAP) everything from R2 – S/4 HANA. My primary background is FICO, but I have dabbled in many other modules over the years including PSCD/FICA and PPM. I'm also a senior Business ByDesign consultant (which I did for 3 years). I've now come full cycle and I'm back as a full-time employee in my current role this time FICO S4 HANA.

I think everything is exciting in SAP at the moment. The changes with S4 HANA are incredible, I've been in the industry for 25 years and I'm still very excited by it all. The one constant for me has been change. I've also seen a lot of change in IT, not just SAP. I do find robotics and automation quite exciting and that applies across all industries

What lessons did you learn in your previous role? I learnt when is the right time to leave a role. A great lesson. I had been at the organisation for a little over a year and there was massive organisation change in the IT area. I had joined the company as I wanted to work with a particular manager and it was a great very experienced SAP team. After the organisational change occurred the IT area had a "keep the lights on approach to IT".

It would have been easy to stay, and I would probably still be in role if I had wanted to stay. But I decided I was not doing anyone any good staying in role for the wrong reasons. I wanted to get my teeth into a new challenge and I knew it was time to get myself up to date with S4 HANA. I left on great terms for the right reasons.

It was the right decision for me and for my previous company. I think knowing when to leave is a great skill. I haven't looked back.

EDITH WANG

Tell us about your current role? My current role is M2M Application Specialist working in MMG and responsible for the M2M (Metal to Money) stream relevant change requests implementation and BAU support.

What inspired you to have a career in SAP? After graduated from university, my first job was working in one consulting firm, where I got the opportunity to be part of one SAP implementation project and support the end user SAP training. The successful project, positive client's feedback and excellent project team work inspired me to continue my SAP career path.

What are the main obstacles you face in your current role and how do you overcome them? The main challenge currently I am facing is how to leverage the existing and/or new SAP functionalities in the right sizing of work to enable business improvement. Sometimes I have to help business to re-validate the requirements and consider some rapid, fit for purpose and low-cost approach to cater for them.

What is the best thing about working in SAP technology? I think the best thing about working in SAP technology is you can get to be around with inspirational and fun people. People are very supportive and always willing to help.

What does equality mean to you? Equality means we celebrate our diversity, while we treat each other with equal respect.

First, I would say is to identify what you want and dream that you can accomplish it. And then you need to create a network of support that allows you to succeed. Finally, you also need to clear on your priorities and balance your career and your life

What can we all do to inspire more women into working with SAP? Personally, I would encourage to attend some SAP seminars e.g. SAUG Conference and build up some Women's professional connection/groups.

What female inspiration have you had in your career? I have been inspired by many inspiring leaders and mentors in my career. They are keen to listen, fully support to fulfil my dream and show a perfect role model to me.

FIONA THELONS

Tell us about your career journey in tech / SAP to date? I started in SAP 20 years ago, I started as a Super User working for Shell in the Netherlands and got interested in the consulting after working with consultants on our Project in Shell. I then worked for Siemens for an internal consulting dept of Siemens for a few years and extended my module experience to PP and WM working on a number of implementations and the process optimization projects in Siemens for NW Europe.

After moving back to Australia I have worked in the a couple of consulting firms, until recently I have completed my 20 year consulting career and have recently taken a role in a company that is implementing S/4 HANA and it is a refreshing experience to see things from the perspective of the “business”.

What are the main obstacles you face in your current role and how do you overcome them? Stepping away from consulting and moving into a “business” role has been challenging as the pace, responsibilities are significantly different. I used to have many hats to wear in the consulting side, client delivery projects, managing pre-sales work, managing off-shore teams and the sales targets. When stepping into the “business” role I don’t have those challenges and can focus on the business delivery in my role in the project which have been a change of mindset and ways of working are different.

Don’t be afraid to be who you are, demonstrate that you are a leader. Be inspired to speak out and regardless of this being a male dominated industry. Find leadership mentors that will help inspire you to the risks and find the opportunities for the right roles

What is the best thing about working in SAP technology? I enjoy working in the SAP arena as I have gained a lot of the experience working in consulting and with many different businesses and the industries. It allows me to be very diverse in my skills from Process Mapping (old to new processes), leadership (teams and project management), Solution Architecture of the systems. The foundation of the SAP is the same on projects but there are always difference which always provides new challenges. The technology has also evolved so much in the space of my career that it keeps you interested in want to learn and grow as SAP evolves.

How can we be more inclusive in the recruitment process to promote wider diversity? I think rather than looking at someone’s gender on a CV it should simply are they the right fit based on experiences, skills and the cultural fit.

What female inspiration have you had in your career? Throughout my career I have worked with a number of strong women that have been in leadership roles wanting to inspire other women to work in the industry and watching them juggle career and home life I always looked up to these kinds of women. I have worked in the SAP for 20 years, I balance a professional career while being a single parent to my little girl.

ALMA ALIPIO

Tell us about your career journey in tech / SAP to date? As an ABAP programmer I have always been curious about “why I do, what I do?”. I had the desire to understand what the reason behind a piece of code that I was writing was. So, I joined a company that allowed me to experience a global greenfield implementation of SAP SD, MM and FICO. It challenged me and allowed me the ability to experience and be involved in all aspects of the project, with a full end to end implementation starting from RFP’s, all the way to support.

Later I commenced to expand on other SAP modules, in logistics and supply chain management, for one of Australia’s largest privatised organisation. I was a SAP Functional working on the company’s complex supply chain solutions, IT integration, distribution operations, linehaul, freight forwarding and warehouse management. The highlight during my time there, was the company’s world first implementation of SAP TM9.1 solution.

I later joined a large rail freight operator and a top 50 ASX company in their journey of Freight Management Transformation project as a Solution Delivery Lead. My recent accomplishment there was delivering a highly integrated and complex solution with SAP HANA and SAP TM. Both the business and IT gained many benefits from the success of the project.

SAP has always been a forward thinking organisation and I am seeing a lot of changes in the technology. It’s an exciting time, which inspires me to continue my career in SAP

What inspired you to have a career in SAP? After university, my first job was a graduate programmer for a manufacturing company which I was awarded at the university’s co-operative education program. I was coding in a very old language on a legacy application and later moved on to a company that used SAP R/3. Back then, the SAP GUI screen look and feel was modern and was so different to the black and green screen that I was using. I was very interested and inspired to learn this innovative technology. I was later seconded to the SAP team where I had the opportunity to code in ABAP. That’s how my career in SAP started.

Is diversity in the workplace something that you think about? Absolutely. It is at a forefront of my mind and studies shows that companies that integrate it into their organisations, make their business more competitive and profitable. I’ve been in my IT profession for over 20 years and I have seen some organisations embrace it more than others.

How do you see the gender landscape in SAP and why do you think Tech/SAP have been male dominated in the past? Generally over the years, the presence of women in the SAP landscape has improved, but we have a long way to go. I hope to see a lot more women in the senior leadership roles and we need the help of men to make this happen.

The other area where there is still a big gender gap is the technical area. I don’t think this is unique to the SAP landscape. It applies to IT as a whole, statistics show that there is a gender gap in the fields of science, technology, engineering and math (STEM). This is one of the reasons why it has been always male dominated. I hope that this will improve through educational incentives to encourage female students to pursue a career in these fields.

DELIA LIU

Tell us about your career journey in tech / SAP to date? Currently am working as SAP BI Architect for Harvey Norman as a contractor. The project is Accelerate, which is a SAP S/4 project.

The main task for me is to collect and analyze the reporting requirement, balance the capability of S/4 embedded analysis and BW, provide reporting strategy based on SAP recommendation as well as Harvey Norman IT road map.

What inspired you to have a career in SAP? I started my SAP journey in 2006 as an intern of SAP Labs China. I was trained with multiple tech skills in university, eg, DBA, java, js, MS .Net etc. After I joined SAP I found that I could make use of all my knowledges.

Also I can have the choice to learn lots of domain knowledges like accounting, logistics, banking etc. It's a great opportunity and so attractive to someone who just join the work market. So I started, continued, and will stay my SAP career.

There is always something new to learn. Am always curious with new tech & new renovations. Tech makes life easier

Why do you think Tech/SAP have been male dominated in the past? Not only in the past. It is still happening. Sorry to say that. But it is the truth. An easy fact, in a project team, the boss is always a gentleman, and am always the only female application consultant.

What advice would you give you to a women working in the SAP ecosystem and looking to advance her career?

1. Get trained in projects.
2. Experience as many as projects you can have.
3. Try to put yourself on a high level when produce a tech design.
4. Stand firm if you believe yourself to be correct.

What can we all do to inspire more women into working with SAP?

1. Provide more opportunities for more female professionals.
2. Provide SAP training and interview opportunities after training for junior consultant.

What female inspiration have you had in your career?

1. Females can always put their influence in a soft way.



JACKIE ELIAS

Tell us about your career journey in tech / SAP to date? As a customer of IT, I spent a lot of time delivering the IT solution on behalf of the business. This exposure gave me a better appreciation of the IT industry and the in depth work that was required to deliver new solutions and processes across an organisation. I transitioned into IT not long after my business BA role as an IT systems analyst and had exposure to key areas like enterprise architecture, systems design and technical design. I then moved into Project Management completing Six Sigma and Prince 2 certification before moving into larger Projects.

I have managed a variety of Projects across infrastructure and applications – from office relocations / fit outs, data centre uplifts to application implementations (ERPs, best of breed solutions and cloud solutions). I moved into my first SAP Project in 2012 commencing the delivery of a Global Template for a pharmaceutical company. This Project delivered new business processes and interfaces to key peripheral systems that were business critical and also other key manufacturing systems like Siemens and MES. I commenced a new leadership role with another pharmaceutical company as a site integration lead supporting the deployment of Projects to the Asia Pacific region and then moved into a Global Delivery role supporting the implementation of 3 Waves of the Programme. We delivered projects that optimised business processes across the Organisation in the Northern Hemisphere sites.

What inspired you to have a career in SAP? I have had a lot of exposure to business transformation Projects leading up to the start of my SAP career and this experience has allowed me to translate the system changes through a business lens.

I was inspired to continue working in SAP Projects to support and partner with key business stakeholders so they have a better understanding of the business process changes introduced by SAP implementations.

The best thing about working on SAP projects is the self-learning and team learning that is developed naturally through the lifecycle of the project. Coaching and developing my team is also an important part of working on SAP Projects and seeing a project and team evolve to successful outcomes

What is the best thing about working in SAP? The SAP Projects I have worked on have been large and complex transformation Projects and due to the intensity on delivering these Projects, they typically bring people together. I have had strong and long standing friendships on these projects and they have left a positive mark on my life.

How can we be more inclusive in the recruitment process to promote wider diversity? There is a huge market for SAP projects – not only in Australia, but also in most parts of the world. I believe recruiters can succeed if they partner with local and global vendors more effectively. There is a huge opportunity to leverage their social media platforms to invite people from all walks of life (e.g. university graduates, offshore talent with potential and young entrepreneurs).

JULIE NOORDHUIS

Tell us about yourself? I am 53 years old, a mother of 5 adult children and live in the south west of Sydney. I have commenced formal education a number of times but yet to complete. I have been working as a project manager for over 10 years.

Tell us about your current role? I am currently managing 2 projects – SAP Fieldglass implementation for Labour Hires and Success Factors on boarding project.

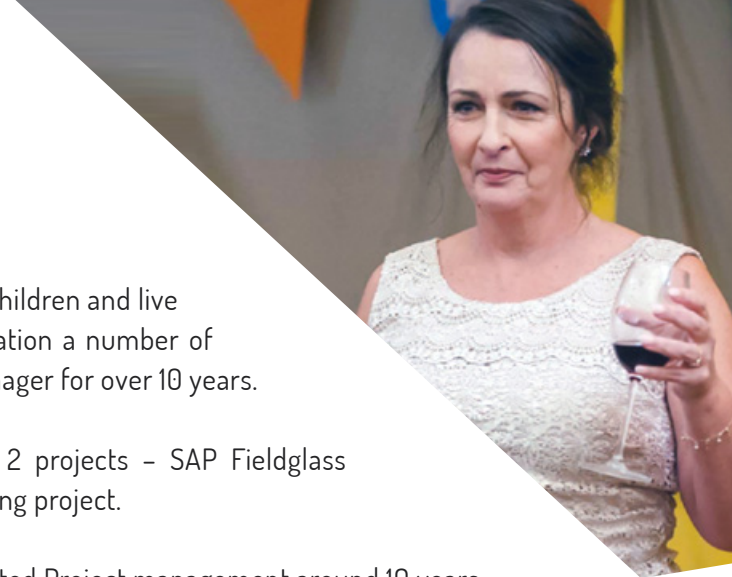
Tell us about your career journey in tech / SAP to date? I started Project management around 10 years ago, working previously as a business analyst. It was a natural progression for me as I love the challenge of working to schedules. I have worked for both Government and Private organisations and I have been working predominately in the SAP world for the past few years.

Which applications did you work with prior to SAP and how do they compare? I have worked with many different applications, including Preceda payroll. Having previously worked on SAP Payroll implementations, I found that Preceda was challenging in terms of data migration. SAP have more automated system processes.

I have been very fortunate to work with and for some dedicated and highly intelligent women during my career, whom I have learned from and look up to

Why do you think Tech/SAP have been male dominated in the past? In some areas of the industry there is still a boys club mentality, unfortunately, I have experienced this first hand and it was not in an obvious organisation. The main reason this happens is because it has been allowed to happen.

What does equality mean to you? Every aspect of working life is the same for both men and women. There's no difference at all.



KIM BENITO



Tell us about your current role? At NTT DATA Business Solutions, my role as GM, Client Services is varied; heading up a team of delivery consultants across SAP ERP & Analytics; a team of customer success managers and consultants delivering managed services and working closely with the sales team helping our customers understand their implementation journey, and adjusting the journey to that which best suits each client.

Tell us about your career journey in tech / SAP to date? My career in tech started with a role as a developer, then moving through the ranks quickly to analyst and IT manager by age 24. Various roles in project management, analysis & business solutions design led to some university & contract teaching roles.

Select roles in requirements analysis and ERP system selection & implementation for the client led to a role at Epicor (mid-market ERP) from consultant to project manager to consulting manager & then Director, Professional Services & Support, ANZ. After introducing Epicor's first cloud products into ANZ, I really started to understand that 'cloud' was not really a deployment method but a more proactive way to engage with clients, listen to them, and put them first.

Thus I joined Zuora, the subscription billing company and built the consulting capability in Australia, and the beginnings in Japan. NTT DATA is my first experience working with SAP products. I was hired to bring my experience of cloud and mid-market, a smaller, more agile implementation & customer success framework to bear for our clients.

What are the main obstacles you face in your current role and how do you overcome them? We have worked hard to bring sales and services together so that we are aligned on how to best deliver the right outcomes for the clients, by writing good proposals and contracts we are confident we can deliver on. This leads to trust with the client, with sales, and with our consulting and managed services team.

It has been the carrot rather than the stick approach, with us showing the value getting consulting involved early in discussions with clients, and helping to close the deals, and then own the projects through to successful completion.

Just do the simple things well. Be diligent, be respectful, professional but never afraid of having your own point of view. And above all, be resilient

How can we be more inclusive in the recruitment process to promote wider diversity? Be creative in the style and approaches used to recruit that make roles attractive to all.

What does equality mean to you? Judging people by the quality of work they perform & their level of engagement - not by colour, race, gender, etc.

ABOUT US

About us

Sapture is a specialist SAP recruitment agency. We focus purely on providing services within the SAP Ecosystem; across both permanent and contract markets; and solely on Australia and New Zealand, covering:

Our expertise

Our expertise between us spans over 25 years. 100% of that experience has been gained specifically within SAP. We are able to combine that in-depth knowledge, extended networks spanning across 28 countries and a simple passion for doing a good job, to provide a unique offering.

Our service

We have a proven service methodology for both SAP professionals and Employer organisations. This is linked to our core values and our mission statement which clearly guides what we do;

1. We start by listening
2. To gain understanding
3. Then apply flexibility
4. Working with commitment, persistence & dedication
5. To ensure delivery
6. To build long-term relationships
7. Based on trust & loyalty
8. Always being accountable
9. And never stop learning

Our attitude

Whether hiring or job-seeking, you can be sure that we will do our utmost to always act in your best interests and ensure that you are completely satisfied with our service.





MAKING SAP HAPPEN

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